

**Memorandum of the Meeting  
Study Session/Meeting  
Twenty-Eighth Town Council of Highland  
Monday, August 6, 2018**

The Twenty-Eighth Town Council of the Town of Highland, Lake County, Indiana met in a study session on **Monday, August 6, 2018** at 6:36 O'clock P.M., in the regular place, the meeting chambers of the Highland Municipal Building, 3333 Ridge Road, Highland, Indiana.

*Silent Roll Call:* Councilors Bernie Zemen, Dan Vassar, Mark Herak, and Konnie Kuiper were present. Councilor Steve Wagner was absent owing to a work commitment. The Deputy Clerk-Treasurer, Erin K. Stojic was present to memorialize the proceedings. A quorum was attained.

*Officials Present:* Kathy DeGuilio-Fox, Redevelopment Director was present.

*Additional Officials Present:* Ed Dabrowski, IT Consultant (Contract) was present.

**General Substance of Matters Discussed.**

1. *Discussion with Sgt. Randall Stewart, President, Donald R. Sheppard Lodge No. 122 of the Fraternal Order of Police, regarding raises and a separation of the police department from the Town.*

Sgt. Stewart was not present when the meeting began. Councilor Zemen phoned him to ensure he was coming. Discussion on this matter was put on hold until his arrival.

2. *Review of added road resurfacing list provided by the Operations Director.*

The Town Council discussed the list of roads and noted that they had no way of knowing if other roads that may be in worse shape than the roads slated to be resurfaced next. Councilman Vassar suggested that a review be done of Saric Drive near the tennis court. The Town Council noted that without a member of Public Works staff present, they did not have enough information to discuss further at this time.

3. *Introduced Ordinance No. 1683: Ordinance To Still Further Amend Chapter 2.50 of the Highland Municipal Code Regarding the Public Records Management.*

The Town Council discussed the already introduced Ordinance and noted that their primary concern would be that any funds raised from these records requests would stay in the Police Department. The Town Council stated that they would prefer that the funds can be used without appropriation each time and instead used for training or equipment.

4. *Ad Hoc Matter: Northwest Indiana Symphony Gala at the Lincoln Center.*

Councilor Herak asked that the Town Council will approve an amount of no more than \$3,000 be used from the Innkeepers fund for a Gala for the Northwest Indiana Symphony at the Lincoln Center Banquet Hall on

September 15, 2018. The Town Council discussed the event and the cost, and all were agreeable.

5. *Ad Hoc Matter: Update on sidewalks on Orchard and Jewett.*

The Town Council discussed the progress of the new sidewalk on Orchard and Jewett Streets, that some funding has come from grants and some from the town, and the extent of where the sidewalk will be built. The Town Council stated that they would like it if the entire block can be repaired.

6. *Ad Hoc Matter: Request for inter-fund transfer for the new telephone system.*

IT Consultant, Ed Dabrowski, requested to add to the next agenda an inter-fund transfer of \$3,000 to make payment for services rendered to install the new phone system. Mr. Dabrowski will provide the Deputy Clerk-Treasurer with further information prior to the next meeting.

7. *Discussion with Sgt. Randall Stewart, President, Donald R. Sheppard Lodge No. 122 of the Fraternal Order of Police, regarding raises and a separation of the police department from the Town.*

Sgt. Randall Stewart discussed his concerns that the absence of a raise for 2018 has left Highland Police Department falling behind similar municipalities in the area. For 2019, Sgt. Stewart proposes a minimum of 3% raise for officers and a 4% raise for supervisors. He cited other municipalities who were able to give raises for 2018 and are currently discussing raises for 2019. He also recommended that officers who complete the Command Corps training receive additional pay upon completion and certification. Sgt. Stewart suggested a separation of the police department from the town stating that they are two different entities and that police operate all year long without holidays or breaks. He felt that if other departments were unable to give pay raises, it unfairly affected the police department who should otherwise be able to as their budget provides. The Town Council discussed how other municipalities are able to fund large raises, possibly with the help of federal dollars. Lastly, the Sgt. asked that Highland be able to notify officers of the status of a raise prior to year's end. The Town Council noted that all departments were currently working on budgets and consideration for raises is being made.

There being no further business necessary or desired to be discussed by the Town Council, the regular study session of the Town Council of **Monday, August 6, 2018**, was adjourned at 7:07 o'clock p.m.

Erin K. Stojic  
Deputy Clerk-Treasurer